

EXHIBIT B

Speak Training: Sexual Misconduct Policy

October 7, 2014

Interim Sexual Harassment and Misconduct Policy

I. Purpose and Statement of Intent

Sexual harassment, sexual assault, domestic and dating violence, stalking, and retaliation of any form are an affront to human dignity and fundamentally at odds with the values of Washington and Lee University. The

University community has a responsibility to maintain an environment free from harassment. It is committed to taking all appropriate steps to eliminate prohibited conduct, prevent its recurrence, and address its effects. The University is committed to fostering a climate free from sexual misconduct through clear and effective policies, a coordinated education and prevention program, and prompt and

I. Purpose and Statement of Intent

II. Scope of Policy

III. Notice of Non-Discrimination and Statement of Compliance with Title IX

- Notice of Non-Discrimination
- The Role of the Title IX Coordinator
- Links to Relevant Federal Laws

IV. Privacy and Confidentiality

- Privacy
- Confidentiality
- Reporting on Campus
- Release of Information

V. Prohibited Conduct

V. Prohibited Conduct

W&L prohibits and will not tolerate sexual misconduct in any form. Such violations are subject to any combination of sanctions, including suspension, dismissal, or termination of employment.

The following behaviors fall under the broad definition of sexual misconduct and are prohibited.

- Sexual Harassment
 - Non-Consensual Sexual Intercourse
 - Non-Consensual Sexual Contact
 - Sexual Exploitation
 - Relationship Violence
 - (a) Domestic Violence
 - (b) Dating Violence
 - Stalking
 - Retaliation
-

Examples of behavior that might be sexual harassment

Verbal or written conduct:

- Comments about sexuality; sexual jokes; obscene messages; discussion or rating sexual attributes and attractiveness

Physical conduct:

- Sexual assault; physical touching of body or clothing
pressure for sexual favors

Nonverbal conduct:

- Sexually suggestive gestures or body language

Visual displays:

- Posters, drawings, pictures, screensavers or e-mails of a sexual nature

Factors:

- Duration
- Frequency
- Severity
- Physical/verbal
- Context
- Relationship

V. Prohibited Conduct

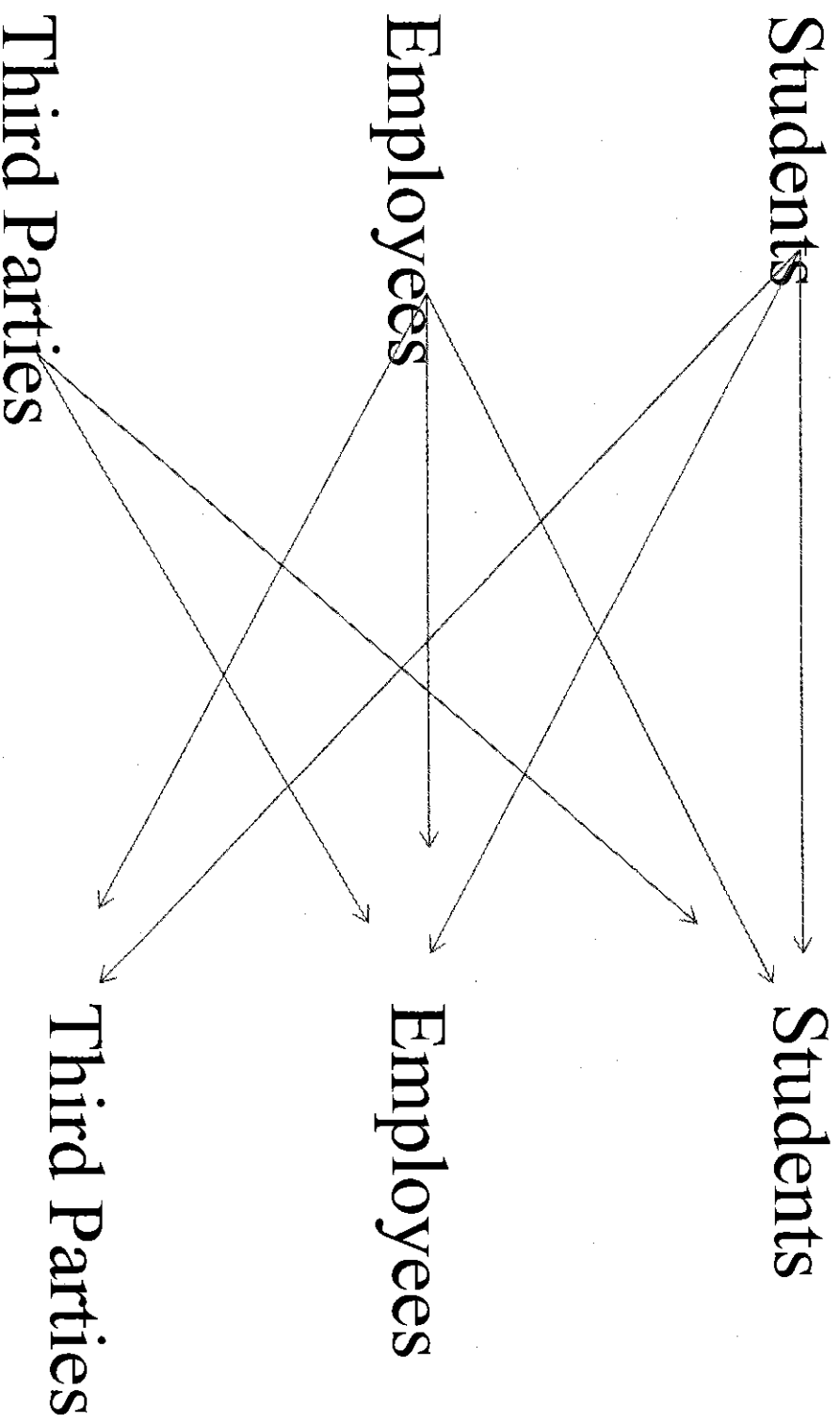
W&L prohibits and will not tolerate sexual misconduct in any form. Such violations are subject to any combination of sanctions, including suspension, dismissal, or termination of employment.

The following behaviors fall under the broad definition of sexual misconduct and are prohibited.

- Sexual Harassment
 - Non-Consensual Sexual Intercourse
 - Non-Consensual Sexual Contact
 - Sexual Exploitation
 - Relationship Violence
 - (a) Domestic Violence
 - (b) Dating Violence
 - Stalking
 - Retaliation
-

COMPLAINANTS

RESPONDENTS



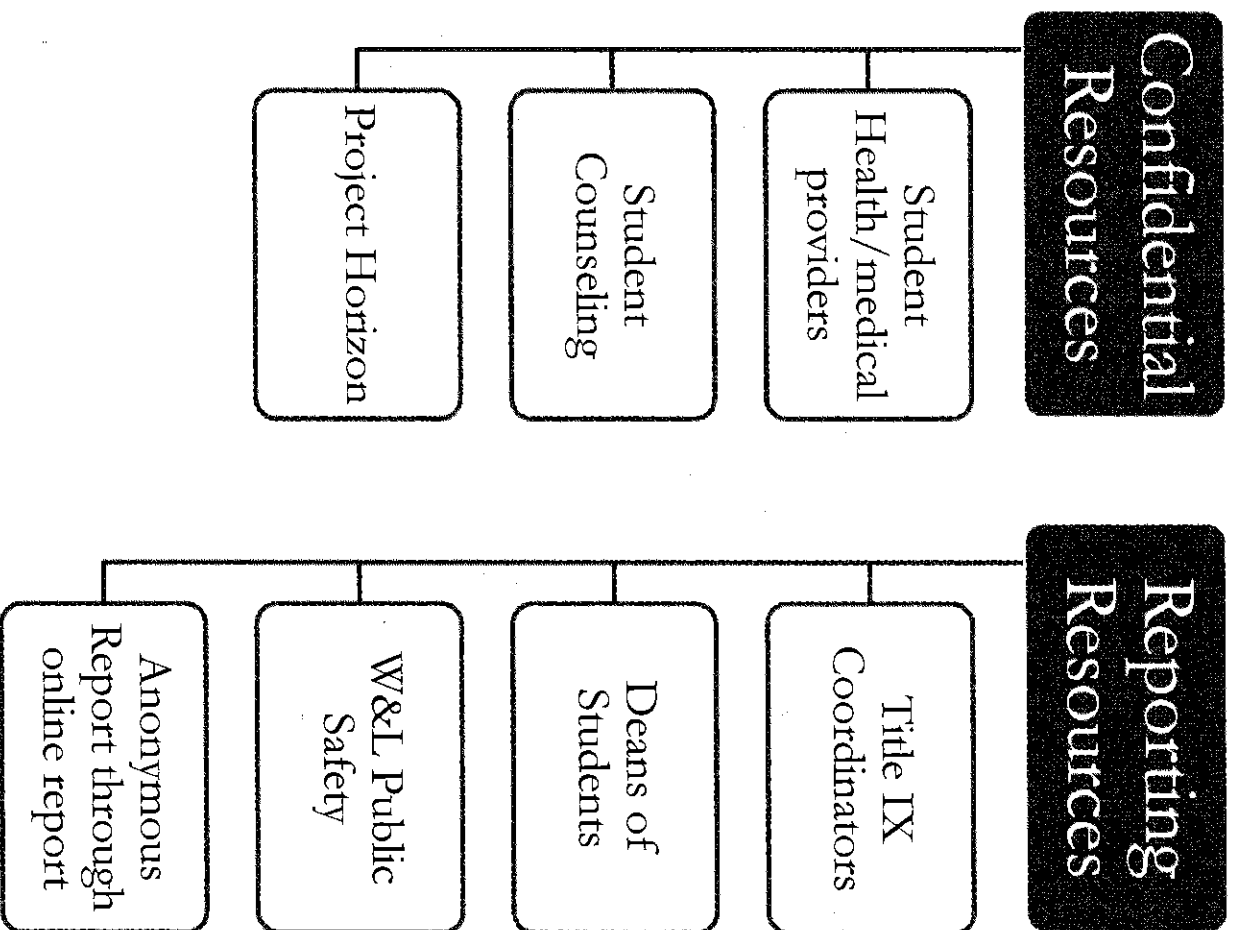
Who must report?

W&L is obligated to address sexual misconduct about which a responsible employee knew or should have known.

- All employees on this list (student affairs, IRO/DPA)
- Assistant Director of Campus Recreation
- Athletic Director, Associate and Assistant Athletic Directors
- Athletic Team Coaches, Assistant Coaches, and Athletic Trainers
- Director and Officers of Public Safety
- Directors of Legal Clinics
- Faculty and staff accompanying students on off campus or other university-related trips, within and outside the United States
- Faculty Department and Program Chairs
- Law School Director of Academic Success
- Resident Assistants/Advisers
- Shepherd Program - - Coordinator for Student Service Leadership and Research, Associate Director of Community-Based Learning, and Co-Curricular Service Coordinator
- Title IX Coordinator and Assistant Title IX Coordinator

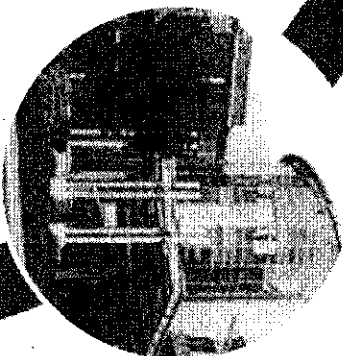
Who is expected to report?

- All employees (with the exception of counseling and student health staff)



Note: With the exception of counseling/student health, no employee (including RAs) can promise confidentiality

Medical Care

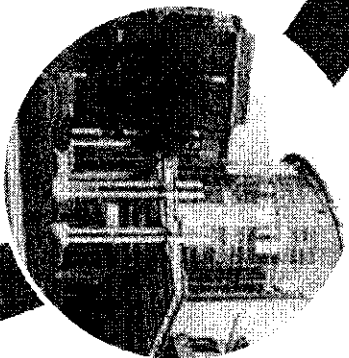


Perk Kit

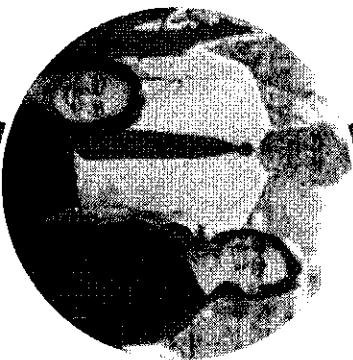
- Can only be done at Augusta Health or Roanoke
- Best within 96 hours
- Avoid urinating, drinking, and showering
- Don't need to put it on insurance (if concerned about parents knowing)

Complainant resources

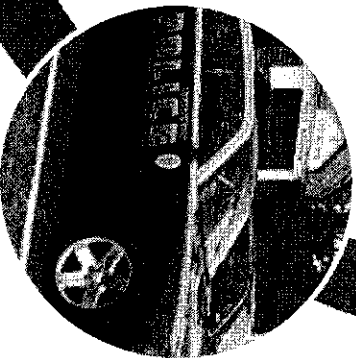
Complainant
resources



Medical Care

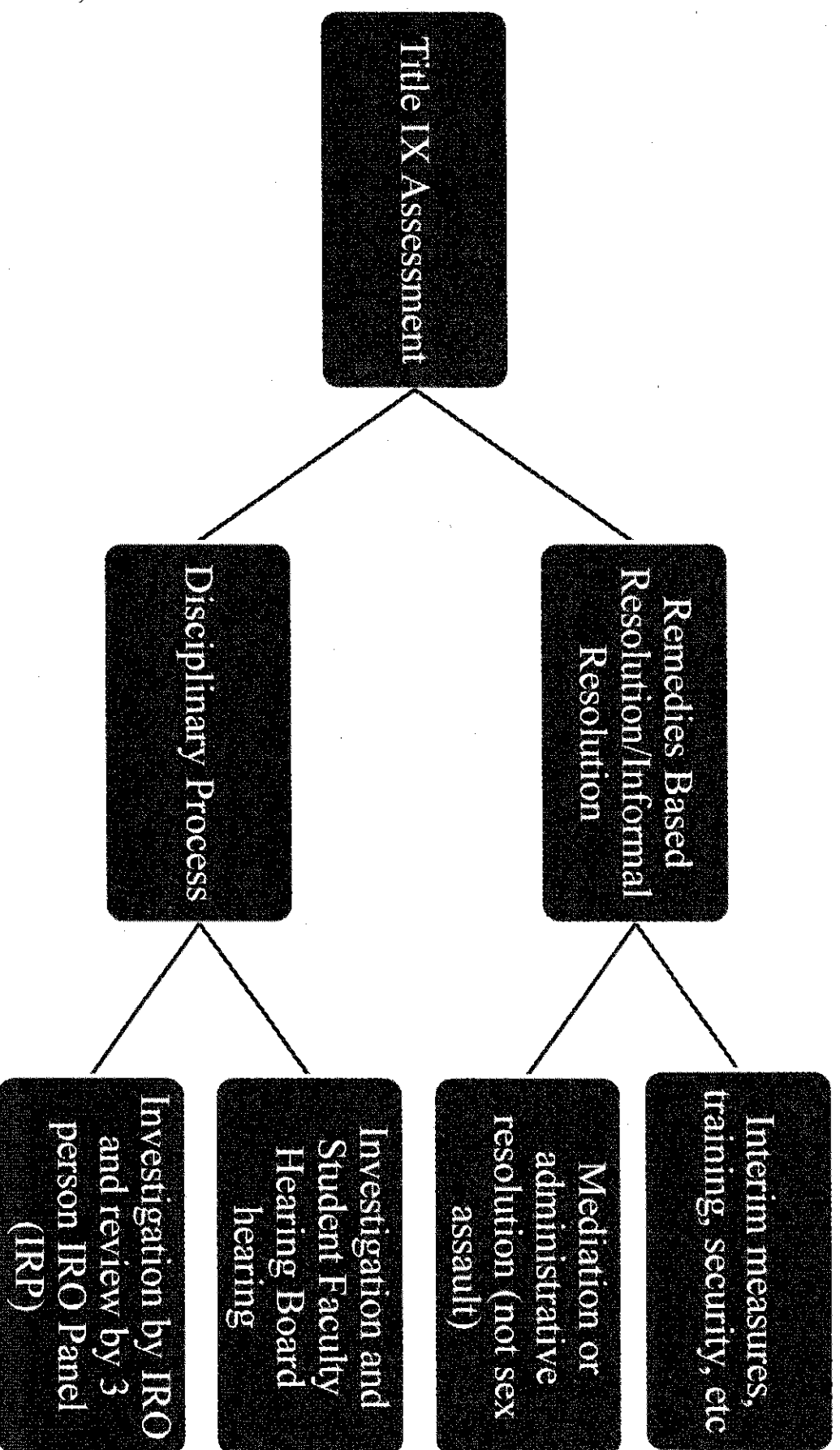


Counseling



Law
Enforcement

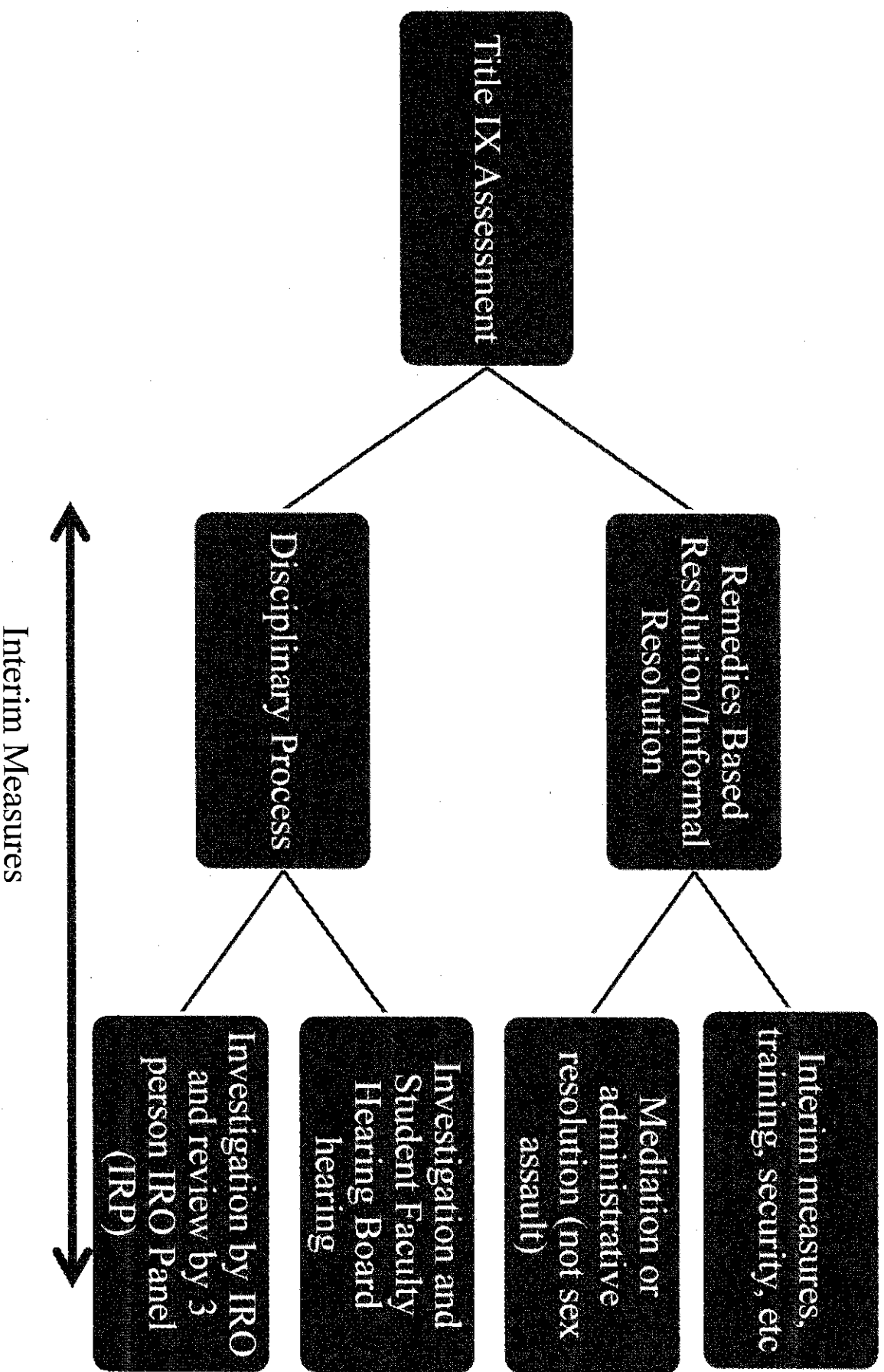
Overview of W&L Process



What if Complainant requests that no disciplinary action be taken?

- Decision of how to proceed belongs to Complainant unless one or more of the following factors are met:
 - A weapon was used;
 - Complainant is a minor under the age of 18;
 - Respondent has a pattern of similar conduct;
 - Respondent threatened further violence or other violence against the victim or others;
 - Independent evidence exists; and,
 - Prior remedial methods were taken with the respondent.

Overview of W&L Process



Frequently Asked Questions

- “Will W&L notify the police?”
- “What if I don’t want any disciplinary action to be taken?”
- “Do I have to name my assailant?”
- “Will the accused student know my identity?”
- “Do I have to participate during a hearing?”
- “It wasn’t a W&L student or employee, what can be done?”

Title IX Principles

Applies equally to students and employees

INVESTIGATION =

Thorough

Reliable

Impartial

PROCESS=

Prompt

Effective

Equitable

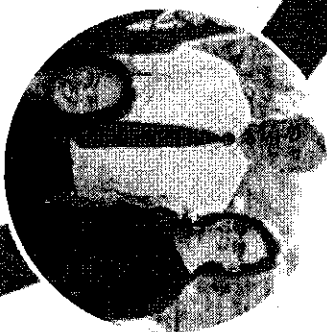
REMEDIES=

End Harassment

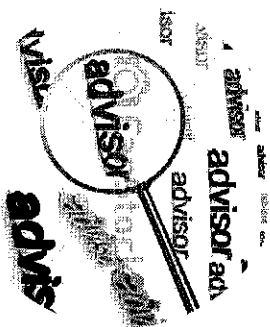
Prevent
Recurrence

Remedy effects
upon victim &
community

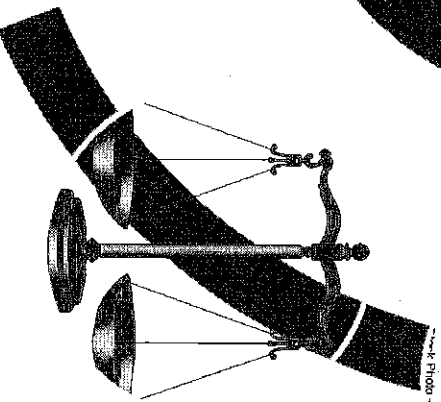
Counseling



Resources
Available to
Respondent



Advisor of
Respondent's
choice



Equal rights
during
investigation
and hearing